Case 3:10-cv-00188-JPG -PMF Document 112-21 *SEALED* Filed 12/17/10 Page 3 of 153

Performance Management

Year: 2006

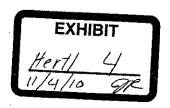


Employee:	Position/Title;
Department: Environmental Sciences	Division/Function: HA & ES
Manager: Harry Swaine	Position/Title: Head, Global Env. Sciences

Annual Objectives

List no more than 6 specific objectives using the SMART criteria. These should be a mixture of specific role activities ("What") and behavioural elements ("How").

Ob	jectives	Self-Appraisal	Manager Appraisal
<u>In</u>	dividual Objectives Deliver of SYPOS workslate with declared SD availability and agreed study rates and meet global Efate budget as agreed per LE3 Contribute to 2020 restructuring project and implement changes as required by project plan.	Budget challenges identified during LE1/2 have been met with reductions in recruitment, travel and consumables – budget is on track to reach LE2 – currently we won't compromise delivery of any of the key projects Process ongoing, with contributions to general strategy, approach and data/options analysis	
2.	Effectively deliver Stage 1/2/3 development support under Velocity 446: Follow-up in EU and deliver Nafta submission Stage 3 development of OPA Compound SYN508210 Stage 3 development of OPA Compound SYN 520453 for foliar use Effectively deliver key Product Life Cycle Management (PLCM) projects — must wins Atrazine Memorandum of Agreement Project USA S-MOC Product Stewardship-Support EAME Support Registration of Proclaim in EAME THIAMETHOXAM Maintenance and Registration support in US and EAME Paraquat Image: Project Support - Environmental Safety Assessment EU Soil erosion project CTN: EU Re-registration (EAME) MESOTRIONE PRODUCT MAINTENANCE Project – label expansions and carry over mitigation Soybean Rust Triazole label expansions	446 submitted as per project plan Stage 3 projects are running per schedule orr slightly ahead despite some delayed decision making for the placement of ST studies — this will have to be watched in Q3/Q4 MOA project is currently facing severe budget challenges which we will try to accommodate without compromising EPA acceptance. Ongoing, SMOC France issue resolved and re- registration gained, study design nearing completion All other PLCM projects are going per plan — Mesotrione Carry Over appeared to be more problematic in 06 but was handled well, the triazole submissions in Nafta have been postponed until 10/06 for tactical reasons — section 18s have been achieved	
٠,	Lead catalyst team to successful	Well – this has taken much more time and energy than originally expected – personally and for the team I was happy and satisfied with the outcome.	



Case 3:10-cv-00188-JPG-PMF Document 339 Filed 12/26/12 Page 2 of 2 Page ID #12991

Case 3:10-cv-00188-JPG -PMF Document 112-21 *SEALED* Filed 12/17/10 Page 4 of 153

Performance Manage	ement			Year: 200
Employee:		Position/Title:		
Overall Performance Pro	vide a broader view on employee	's <u>overall</u> impact in	the job.	
Demonstrated Achievements & Strengt	ns	Learning & Devi	Plopment Needs	
		-		
rrager Comments		Employee Comm		
		Lingstyte Conta	ents	
	The state of the s			
evelopment Plan state your	Career interests/goals and provide	de a enecific action	plan	
ort Term (0-2 Years):		Longer Term (3-5		
			19991	
rning & Development Action Plan (Ove	r Navt 12 Months			
		· · · · · · · · · · · · · · · · · · ·		
erall Performance Rani	King To be completed once co	alibration has taken	place	
erall Performance Ranking:	Lower Quartile []	Stretch Perfo		ile []
yee:	Manager:		Next Level Manager:	
	Date		Date:	
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